

# ***Headquarters U.S. Air Force***

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## **AFR Volunteerism/Mobilization Benefits**



**HQ USAF/RES  
Strategic Communications  
20 Nov 2008**

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# Overview

- **Approximately 30 benefits or categories of benefits for Reservists reviewed**
  - **Potential for confusion: there are many benefits - some broad, some specific, and some changing - many sources of information**
  - **25 benefits are the SAME for volunteer or mobilized**
  - **5 benefits are DIFFERENT for volunteer or mobilized**
- **Strategic communication plan**

**Note: PDF icons are embedded files. Double click to open. Blue underlined text are links to the internet for additional guidance.**

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# Same Benefits (>30 day orders)

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- **Pay**
- **Basic allowance for housing (BAH)**
- **Basic allowance for subsistence (BAS)**
- **Leave accrual**
- **Special and incentive pays**
- **Tax benefit for combat zone**
- **Family separation allowance (FSA)**
- **Hostile fire/imminent danger pay**
- **Hardship duty pay (HDP)**
- **Retirement or separation for physical disability**
- **Servicemembers' group life insurance (SGLI) and Family SGLI**



# Same Benefits (>30 day orders) (cont)

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- **Servicemembers' Civil Relief Act (SCRA)**
- **Medical and dental benefits (in support of contingency)**
- **Post-deployment reconstitution**
- **Transitional assistance medical program (TAMP) (in support of contingency)**
- **Payment for unused leave (in support of contingency)**
- **Uniformed Services Employment and Reemployment Rights Act (USERRA)**
  - **Return to work**
  - **Employer pension benefit plans**
  - **Civilian employment retention**
  - **Assistance with a reemployment issue**



USERRA



# Same Benefits (>30 day orders) (cont)

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- **GI Bill**
- **Base privileges (commissary, BX, MWR services)**
- **Reserve Component Survivor Benefit Plan (w/ 20 years service)**
- **Employer-sponsored health care plan - COBRA**
- **Space-A travel (same as regular component w/ 120 day orders see attached guidance)**
- **Military Reservist Economic Injury SBA Loan Program**
  - **Eligibility: Small business employers (of Reservists who are key employees) that can demonstrate economic injury from Reservist's absence**
  - **Non-collateralized loans max \$50K, 30yr at 4% fixed; max \$2M w/ coll**
  - **Payments deferrable up to 1 yr**
  - **Pre-consideration enables businesses to get loan before deployment**
  - **Post-consideration enables businesses to get loan up to year after Reservist returns from deployment**



Space-A



# Same Benefits (>30 day orders) (cont)

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- **Reduced eligibility age for Reserve retirement pay (3 mos/90 eligible days/FY)**
  - **NDAA of FY08, section 647, amended USC Title 10, Section 12731, providing retired pay age for a member of the Ready Reserve to be reduced below age 60 by 3 months for each aggregate of 90 days of active duty served in a FY**
  - **DoDI 1215.07 Service Credit for Reserve Retirement**
    - **Only qualifying active duty **after 28 Jan 2008** can be counted**
    - **MPA or RPA, training/school or operational, non-contingency or contingency**
    - **Active duty not credited: Annual Tour (AT), AGR, captive status, medical, disciplinary, unsat participation, or muster duty**
- **Until automated systems are set up to capture data, tracking will present challenges - at the entry level and at ARPC**
- **Reservists should monitor days served and keep copies of orders**
- **More detailed briefing on this benefit to be posted at RE AF Portal**



# Different Benefits

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- **Legal assistance**
- **Income replacement**
- **Post-deployment/mobilization respite absence (PDMRA)**
- **1095 rule**
- **Follow-on mobilization**



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# Different Benefit: Legal Assistance

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- **Legal assistance**
  - **Legal assistance is provided while on active duty status to Reservists**
  - **Under mobilization, when mobilized for more than 30 days, assistance provided for not less than twice the length of active duty following release**





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# Different Benefit: Income Replacement

- Eligible only if mobilized and serving on active duty for any full month following date on which member:
    - Completes period of 547 **continuous** days of mobilized active duty
    - Completes 730 **cumulative** days of mobilized AD in previous 1,826 days, or
    - mobilized for period of 180 days or more **within 180 days of release** from period of 180 days or more of active duty
  - Pay difference between average civilian income of the member and the member's total military compensation
- 
- ~~Minimum \$50, maximum \$3,000~~ **Minimum \$50, maximum \$3,000**



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# **Different Benefit: PDMRA**

- **Post-deployment/mobilization respite absence (PDMRA)**
  - **Admin days off following mobilization**
    - **12-18 months = 1 day per month**
    - **18-24 months = 2 days per month**
    - **>24 months = 4 days per month**
  - **Voluntary tours to Iraq/Afghanistan and surrounding areas defined in policy letter eligible following subsequent mobilization after 19 Jan 2007**
  - **72 month look back**
  - **This is in addition to post-deployment reconstitution**



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# Different Benefit: 1095 Rule

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## ■ 1095 rule

- Reservist exceeding 1,095 days (3 years) of the previous 1,460 days (4 years), or orders specifying a period greater than 3 years, shall be counted against active duty end-strength limits (either regular component or AGR)

- **Not included:** time spent prior to entering SelRes, under mobilization, annual training, or as an AGR



1095 waiver

- Air Force Waiver process available by priority:

- #1 - ARC members deployed to the AOR
- #2 - ARC members directly supporting OEF/OIF/ONE
- #3 - ARC members backfilling active duty members who



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# **Different Benefit: Follow-on Mobilization**

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- **Follow-on mobilization**
  - **Current dwell rate for Reserve set by SecDef is 1:5**
  - **Mobilization orders not to exceed 12 months at any one time**
  - **Mobilization managed primarily on a unit basis**
  - **Voluntary tours considered dwell time (still subject to mobilization)**

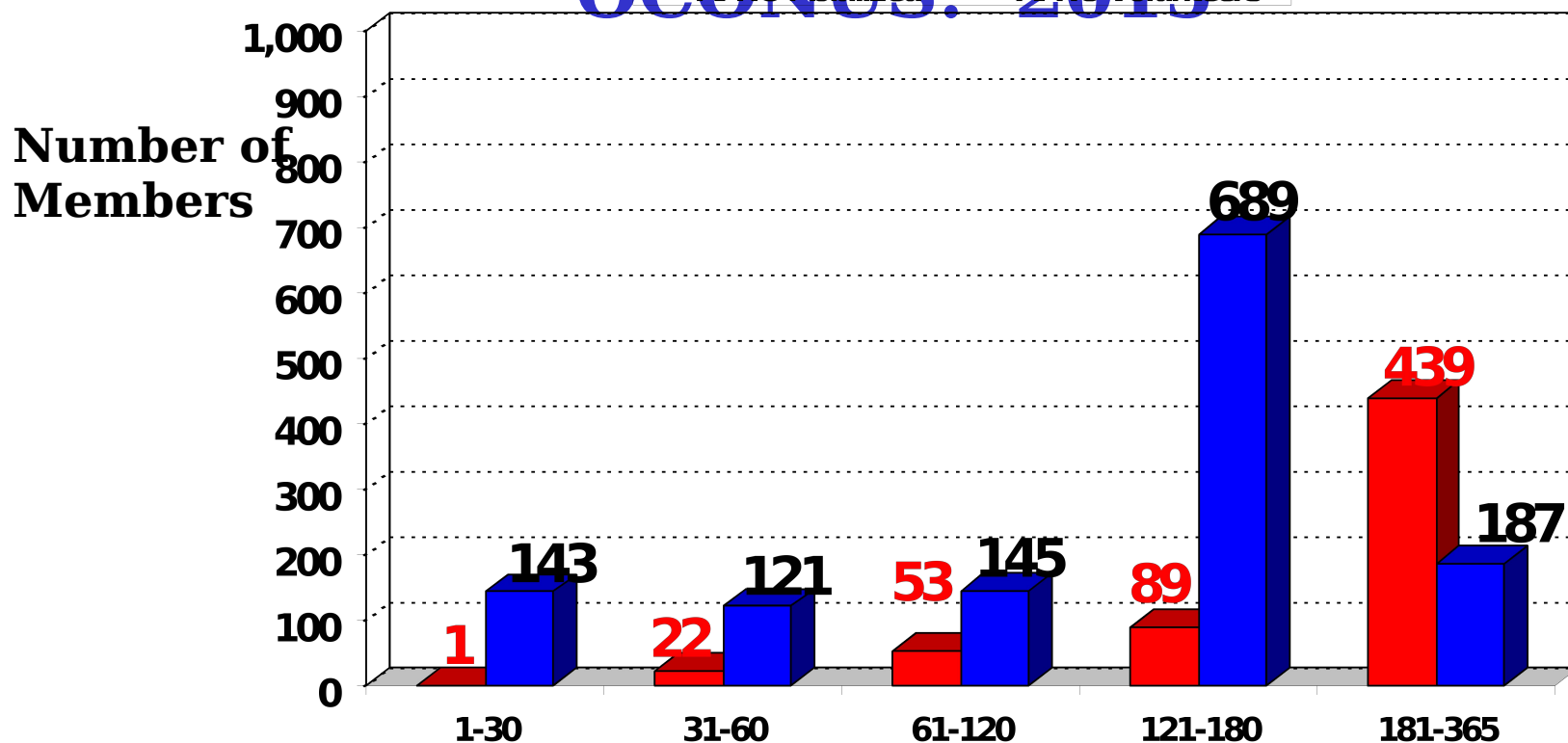


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# PERSTEMPO (Mobilized and Volunteers)

## Total AFRC Members Deployed

OCNUS: 2015



As of: 7 Nov 08



# Law and Policy

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**Title 10 United States  
Code (USC) Section 12302  
Ready Reserve**



**OSD Policy SEC Dr. Gates  
19 Jan 07 Utilization of the Total Force Memo  
Reserve Planning Objective 1:5**



**OSD Policy  
Under Secretary P&R Dr. Chu  
15 Mar 07 Revised Mobilization/  
Demobilization Personnel  
and Pay Policy**





# Law and Policy (Cont)

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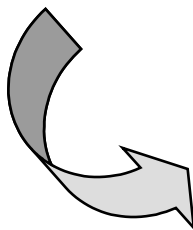


## **AF Policy Implementation Instructions**

### **Post-Deployment / Mobilization**

#### **Respite Absence (PDMRA)**

**01 Oct 2007**

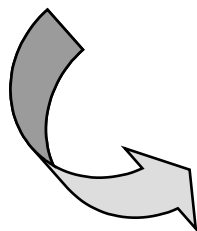


## **AFRC Policy**

### **Post-Deployment/Mobilization**

#### **Respite Absence (PDM)**

**21 Feb 2008**



**Reservists**



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# ***How We Will Get The Word Out?***

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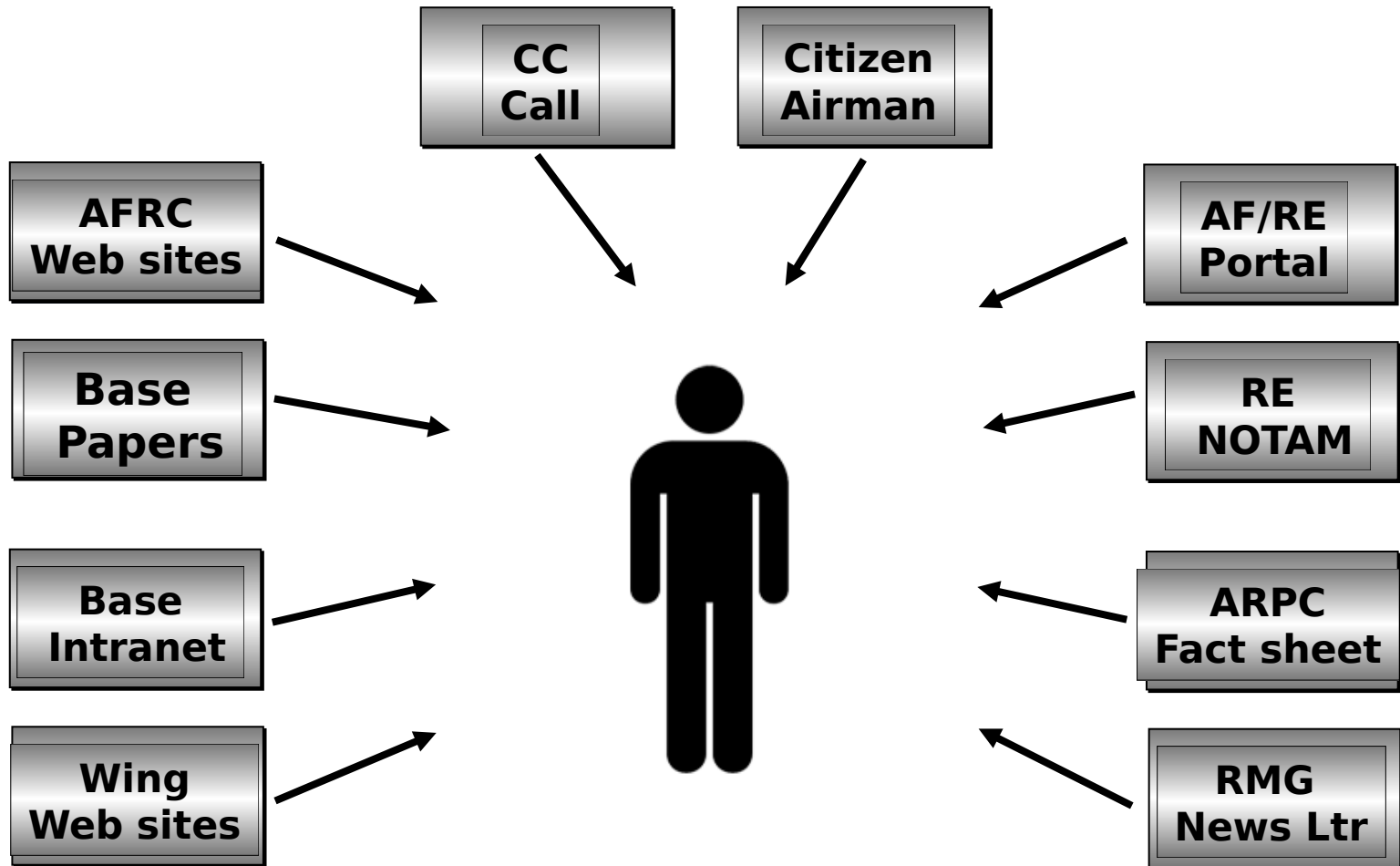
- It **starts** right now **with** all of **you**
  - You are the critical link in this plan
  - **Stress** the importance of benefits/policy **awareness** with SQ CCs, leaders, shirts, and functionals (MPF, FM, SG) and Reservists
  - Unit CCs must address this at Commander's Call
  - **Stress** the importance of honest **feedback**
    - Informal dialogue - pass up the chain of command
    - Encourage participation in upcoming professional surveys and focus groups





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# ***Reaching our Reservists***



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# ***Communication Plan***

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- **Tools we are providing to help you communicate**
  - **This briefing is available to download on Web site**
  - **Handouts to download from Web site**
  - **Commanders' Topics**
  - **Talking Points**
- **Other media we will be rolling out conjunction with your efforts**
  - **RMG Newsletter to IMAs**
  - **RE NOTAM**
  - **News Releases for Wing newspapers - Sep / Oct**
  - **"From The Top" Citizen Airman Editorial - Oct**
  - **Citizen Airman Magazine Article - Oct**
  - **ROA Article - Nov**

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# ***Fighting for Feedback***

- **We ask that you encourage unit leaders to have informal dialogue with Reservists - pass impressions up the chain**
  
- **We ask that you encourage Reservists to participate in upcoming surveys and focus groups and provide honest feedback**
  - **Beginning in few weeks**
  - **Will be ongoing**
  
- **We will measure awareness and opinions with professional opinion research (Everett Group) - Targeted Audience Research**
  - **Are benefits/policies properly understood?**
  - **Is this understanding driving a certain behavior?**
  - **Is something else driving behavior?**

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# Questions

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